

#25

Substitute for Form 1449/PTO

## INFORMATION DISCLOSURE

## STATEMENT BY APPLICANT

(use as many sheets as necessary)



Sheet 1 of 2

## Complete if Known

Application Number	09/457,466
Filing Date	12/8/99
First Named Inventor:	Handler et al.
Art Unit	261362
Examiner Name	Elisca, P.
Attorney Docket Number	003801.P004

## U.S. PATENT DOCUMENTS

Examiner Initials*	Cite No. <sup>1</sup>	Document Number	Publication Date MM-DD-YYYY	Name of Patentee or Applicant of Cited Document	Pages, Columns, Lines, Where Relevant Passages or Relevant Figures Appear
		Number-Kind Code <sup>2</sup> (if known)			
RE		US- 5,596,994	01/28/1997	Bro	
		US- 5,722,418	03/03/1998	Bro	
		US- 5,905,974	05/18/1999	Fraser et al.	
		US- 5,924,072	07/13/1999	Havens	
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		US- 5,974,412	10/26/1999	Hazlehurst	
		US- 5,991,739	11/23/1999	Cupps et al.	
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		US- 6,415,269	07/2002	Dinwoodie	
		US- 5,539,450	07/1996	Handelman	

## FOREIGN PATENT DOCUMENTS

Examiner Initials*	Cite No. <sup>1</sup>	Foreign Patent Document	Publication Date MM-DD-YYYY	Name of Patentee or Applicant of Cited Document	Pages, Columns, Lines, Where Relevant Passages or Relevant Figures Appear	T <sup>6</sup>
		Country Code <sup>3</sup> Number <sup>4</sup> Kind Code <sup>5</sup> (if known)				
RE		WO 95/17711	06/29/1995	Diacom Technologies, Inc.		
RE		WO 98/34187	06/1998	Groftehaug		

Examiner Signature

Date Considered

4/5/04

\*EXAMINER: Initial if reference considered, whether or not citation is in conformance with MPEP 609; Draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant. <sup>1</sup>Applicant's unique citation designation number (optional). <sup>2</sup>See Kinds Codes of USPTO Patent Documents at [www.uspto.gov](http://www.uspto.gov) or MPEP 901.04. <sup>3</sup>Enter Office that issued the document, by the two-letter code (WIPO Standard ST.3). <sup>4</sup>For Japanese patent documents, the indication of the year of reign of the Emperor must precede the serial number of the patent document. <sup>5</sup>Kind of document by the appropriate symbols as indicated on the document under WIPO Standard ST. 16 if possible. <sup>6</sup>Applicant is to place a check mark here if English language translation is attached.

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Substitute for Form 1449/PTO <b>INFORMATION DISCLOSURE</b> <b>STATEMENT BY APPLICANT</b> <i>(use as many sheets as necessary)</i>			<b>Complete if Known</b>	
Sheet <u>2</u> of <u>2</u>			Application Number 09/457,466	Filing Date December 8, 1999
First Named Inventor: Handler et al.			Art Unit <del>2161</del> 3621	
Examiner Name Elisca, P.			Attorney Docket Number 003801.P004	
<b>NON PATENT LITERATURE DOCUMENTS</b>				
Examiner Initials*	Cite No <sup>1</sup>	Include name of the author (in CAPITAL LETTERS), title of the article (when appropriate), title of the item (book, magazine, journal, serial, symposium, catalog, etc.), date, page(s), volume-issue number(s), publisher, city and/or country where published	T <sup>2</sup>	
P.E. ↓		PCT Notification of Transmittal of the International Search Report or the Declaration, mailed November 16, 2000.		
		PCT Notification of the International Search Report or the Declaration, mailed August 27, 2001.		
		Resnick, Paul; Zeckhauser, Richard; Friedman, Eric; Kuwabara, Ko, "Reputation Systems", Association for Computing Machinery, <u>Communications of ACM</u> , V. 43 N. 12, PP45-48, Dec. 2000.		
		Meade, Jim; "Visual 360: A Performance Appraisal System That's Fun", <u>HR Magazine</u> , 44, 7, 118(3), July 1999.		
		MEDIAPRAISE: Mediapraise Receives National Award for Web-based Technology that Enables Companies to Solve Thorny HR Problem" Raleigh, NC (Business Wire), Dec. 14, 1998.		

Examiner Signature		Date Considered	4/5/04
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